

BOROUGH OF OCEANPORT

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OCEANPORT POLICE DEPARTMENT RECRUITMENT PLAN 2024

GOALS AND OBJECTIVES

The goal of the Oceanport Police Department Recruitment Plan is to attract qualified individuals to pursue a career with the Oceanport Police Department. Recognizing that objective is inclusive of achieving racial and gender composition that is comparable to the gender and racial diversity of the municipality that we serve. Our recruiting activities are in accordance with that goal. The Oceanport Police Department recruitment efforts will be in good faith to meet these stated goals and to recruit a diverse workforce in terms of color, gender, and ethnicity. These goals and objectives will be cultivated through various recruitment activities that will be enumerated in the Oceanport Police Department Recruitment Activities Plan 2023.

ACKNOWLEDGEMENT

The Oceanport Police Department is subject to and responsible to the provisions of the New Jersey Statutes Annotated 40: A14-118, et seq. and the municipal ordinance in all facets of the recruitment and the selection process. The Chief of Police is responsible to enact and adhere to the Recruitment Plan

The Oceanport Police Department is an equal opportunity employer in all facets of our personnel process.

ANNUAL REVIEW EVALUATION AND REPORTING REQUIREMENTS

The Chief of Police, or his designee, will conduct an annual review of the Recruitment Plan and shall include, but not limited to, an annual agency demographic review, to determine in good faith if any disparities exist, if they have been addressed and if there is a need to revise, or redress the Annual Oceanport Police Department Recruitment Plan.

N.J.S.A. 52:17B-410 et seq requires that each law enforcement agency must report certain law enforcement applicant data annually by January 31st for the preceding year. That data required to be reported is listed in the New Jersey Attorney Generals Guidelines "Promoting Diversity in Law Enforcement Recruiting and Hiring" Paragraph III.

OCEANPORT DEMOGRAPHICS INFORMATION

Data from 2020 Census	POPULATION 6,150 52.4% Female	Current Sworn Male officers 14	Current Sworn Female officers 1
Race/Ethnicity	%	%	%
White	91.1	93.3	100
Black	0.6	6.6	0
Native American	0.0	0.0	0
Asian	3.9	0.0	0
Pacific Islander	0.0	0.0	0
Hispanic	4.9	0.0	0

RECRUITMENT ACTIVITIES

Activity #1: Identify and maintain contact with local minority organizations and social support groups including, but not limited to educational, religious, ethnic, racial, and gender-based organizations.

Activities include, but are not limited to:

- Provide recruitment brochures and materials to educational, religious, ethnic, racial, and gender-based organizations.
- Contact the local Board of Education to seek permission to address high school students to interest them in a career with the agency following completion of the students formal education.
- Attend Career Days at local schools and community colleges. Through job fares, such as the annual outreach event held by the Monmouth County Chiefs of Police at Brookdale Community College or Monmouth University, and community and faith-based events, we will further our recruitment efforts within, and outside our Oceanport community.
- Draft, print, and distribute informational brochures that may attract qualified candidates to the Oceanport Police Department.
- Post information on our social media sites.
- Make maximum use of the Oceanport Police Department Website and social media to attract qualified candidates

Activity #2: Advertise on Policeapp.com, the Oceanport Police Department's Facebook page and other social media platforms, as well as any other appropriate media market, for candidates meeting eligibility requirements.

Activity #3: When applicable, contact the State of New Jersey Civil Service Commission and obtain the "Rice list" of eligible officers who were laid off from other jurisdictions.

Activities include, but are not limited to:

- Conducting interviews with eligible laid off officers to employ such officers as to meet the agency's recruiting goals.

Activity #4: When applicable contact the county police academy and post vacancy or position announcements for current active police officer's and Alternate Route candidates.

Activities include, but are not limited to:

- Post future openings for sworn positions with the State of New Jersey
- Intergovernmental Transfer Program website.

Activity #5: Advertise in local media markets and veteran's associations for candidates meeting the Oceanport Police Department's minimal eligibility requirements.